



## NEEDS:

Understanding of the big picture

Opportunities to work with facts

Variety and flexibility

Time to develop expertise

## BEHAVIORS:

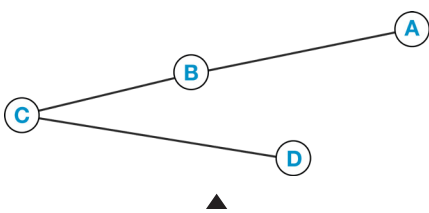
Independent

Reflective

Intense

Organized

### Average Behavioral Pattern



# Strategist

*A Strategist is results-oriented, innovative and analytical with a drive for change.*

## Signature work styles:

### Communication

- Reserved, introspective
- Authoritative

### Delegation

- Delegates details more freely than authority, but tight with both
- Controlling with frequent check-ins

### Decision making

- Results-oriented
- Decisive

### Action & risk

- Innovative, self-motivated
- Calculated risk-taker

## Strengths:

- Able to think big picture and anticipate problems
- Able to deal with pressure and multiple priorities
- Organized and thorough follow-up

## Common traps:

- May appear tough-minded and directive
- May be intolerant of delays or stagnant environments
- May be seen as a perfectionist

## How to work well with them:

- Keep things moving to satisfy Strategists' desire to get things done quickly.
- Follow directions; Strategists want things done correctly.
- Give Strategists time to develop their expertise; they want to be confident in the knowledge they've acquired.